

Environmental, Social, and Governance Annual Report 2024





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Impact

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Our ongoing sustained commitment and investment in ESG activities delivers progress which not only benefits our clients, colleagues and the company, but which ensures we are a positive contributor to our local communities and the environment around us.

Gordon Stark, CEO

A message from Gordon Stark, CEO

We have further strengthened our commitment to ESG initiatives in 2024, making them a more essential and defining aspect of our identity.

I am delighted to be introducing the fourth edition of the Murgitroyd ESG Annual Report, showcasing our ongoing commitment to our Environmental, Social and Governance goals throughout the last 12 months. The determined and consistent commitment of colleagues coupled with the continued support of our owners, Sovereign Capital Partners, drives our ESG agenda forward with passion and purpose.

Our multi-year sustained commitment and investment in ESG activities delivers progress which not only benefits our clients, colleagues and the company, but which ensures we are a positive contributor to our local communities and the environment around us.

The scope and pace of the progress which we have made over the last year, mirrors the energy and ambition of colleagues across Murgitroyd's global office network, and this is reflected in some exciting new initiatives. Asking ourselves the question of "what more can we do?" has led us to some creative answers and I hope you enjoy reading about these in this report.

As a company, we have also been proud of the recognition we have received for our work across the ESG spectrum, most notably our Impact Group Lead (and architect of this report), Beth Marshall being named in WIPR's 2024 Diversity listing as an Influential Woman in IP. Additionally, the European Patent Pipeline Program, co-founded by Murgitroyd, won the Inclusive Recruitment Programme of the Year 2024 at the Legal Benchmarking Social Impact Awards. We developed and delivered our EPPP internships alongside some of our closest clients and we thank them for their support and valued partnership.

It is thanks to our teams that we continue to see progress in our ESG principles, and indeed enables us to create this report. I would like to extend a sincere thank you to all colleagues, clients and partners who have contributed to this year's events and action, it's been a true community effort. A particular thank you to Beth Marshall who once again has pioneered our efforts this year.

In closing, if you are inspired to join us in our work, then please do get in touch, we'd be delighted to hear from you.

Our Impact Group Lead, Beth Marshall



Beth Marshall
 Director, Patents,
 ESG Lead, Impact Lead,
 WIPR Diversity 2024 Shining Light



“I am astounded at how far we have come in four short years, especially when reviewing our Action Plan and when compiling this report, seeing all the work and activity that has taken place in 2024.”

Our core values



I am proud to have led Murgitroyd’s ESG efforts for another year and to oversee the production of this fourth ESG Report.

This year, we have very much focused on further embedding our ESG initiatives across the business, encouraging all departments and colleagues to continue to drive our ESG efforts forward.

Policies have been a key focus this year. Our agile working policy, maternity, paternity and adoption policies have all been updated in a bid to be more flexible and inclusive.

Additionally, we have continued to delve deeper into our carbon footprint data to more accurately understand our impact and how we can further improve in this area.

Supporting our communities and charitable causes has remained a key aspect of Murgitroyd’s culture this year, both through company-wide initiatives and by assisting colleagues in their individual fundraising endeavours.

A heartfelt thank you to all of my colleagues in the Impact and Trailblazers groups for your ongoing commitment and dedication to ensuring that ESG remains at the forefront of our minds throughout the year, and also to my colleagues in the wider Murgitroyd business across the world for their contributions and support.

As always, our Trailblazers team has taken a proactive and collaborative approach - promoting communication and engagement among colleagues globally. Through social activities and friendly competition, they have successfully brought people together.

Following the completion of our initial ESG Action Plan, I am excited to continue the success of what we have already achieved over the upcoming years, as outlined in our updated plan for 2024-2026 (page 48).

Executive summary



Environment

In FY 2023, the period in which our carbon footprint data is gathered, we continued to more deeply analyse our carbon footprint data by adding further emission sources to our data collection. This has contributed to an overall increase in our calculated Scope 3 emissions. In contrast, there has been a sharp decrease in our Scope 2 emissions, aided by our drive to move our energy contracts to 100% green suppliers in many offices.

Murgitroyd prepared and submitted our first Energy Savings Opportunity Scheme (ESOS) audit, preparing an action plan in response to the results of the audit detailing the energy savings we expect to make before December 2027.

We have sought opportunities to divert waste from landfill, including recycling office furniture, reviewing recycling provisions within our offices and updating where necessary, and raising awareness of recycling and reuse initiatives.

Equity, Diversity, & Inclusion

In 2024 Murgitroyd welcomed our first interns as part of the inaugural European Patent Pipeline Program, a 10-week internship held in conjunction with our industry partners that provides private practice and in-house experience of the patent profession.

This was a maintenance year for our employee engagement surveys, with a stripped back questionnaire sent out to colleagues with the aim of updating our current demographic data and gathering feedback.

We have revised our mandatory training offering to include several ED&I topics, reinforcing their importance within the company.

Our agile working policy has been updated in recognition of the new, hybrid way of working that has generally become the norm. We continue to embrace and encourage a good work/life balance and recognise that the ability to work flexibly is important in achieving this.

We have enhanced our maternity, paternity, and adoption policies for UK colleagues and are reviewing these in other countries.

We have also made changes to some of our colleague benefits, including life assurance, sick pay and healthcare to make them available from day one of employment at Murgitroyd.

We have been pleased to host webinars on topics such as disability and LGBTQ+ education and awareness for colleagues, adding to our portfolio of ED&I training materials accessible to all in the company.



Executive summary

Governance

Murgitroyd has achieved the “committed” status with Ecovadis, a globally recognised assessment platform that rates businesses’ sustainability based on evaluations of their work in the areas of environment, ethics, labour and human rights, and sustainable procurement.

We have reviewed and strengthened our mandatory compliance training including in areas such as cyber security, health and safety, and GDPR.

Our risk management programme continues to develop, and we have achieved the Cyber Essentials Plus certification, reflecting our commitment to data security and resilience.

We are undertaking a review of the role of Artificial Intelligence within the intellectual property sector, how it may impact our business, and how we can usefully integrate it within our operations while maintaining robust governance and compliance frameworks.

Charitable Giving

2024 saw Murgitroyd contribute to a wide variety of charities, including those in the field of cancer research and support, mental health support and awareness, disability, suicide prevention and awareness, and LGBTQ+.

We continue to support our colleagues in their own fundraising efforts and in recognition of the incredible achievements several of our colleagues have made this year, we have donated to charities and organisations including hospices, youth outreach, veteran support, and domestic violence refuges.

Community Outreach & Engagement

We have introduced a new leave option where colleagues can request up to two days out of the office to take part in voluntary and community activities.

Several colleagues have been taking part in outreach to raise awareness of the intellectual property sector as offering many potential career paths for young people. Through visiting schools, offering mentorship, or taking part in careers fairs and open days, we have been able to engage with school and university students interested in finding out about what careers in IP can offer.

We asked offices to nominate local community-based arts projects as one of our focuses for 2024. We were delighted with the response and were able to contribute to a number of brilliant causes, doing valuable work within their respective communities.

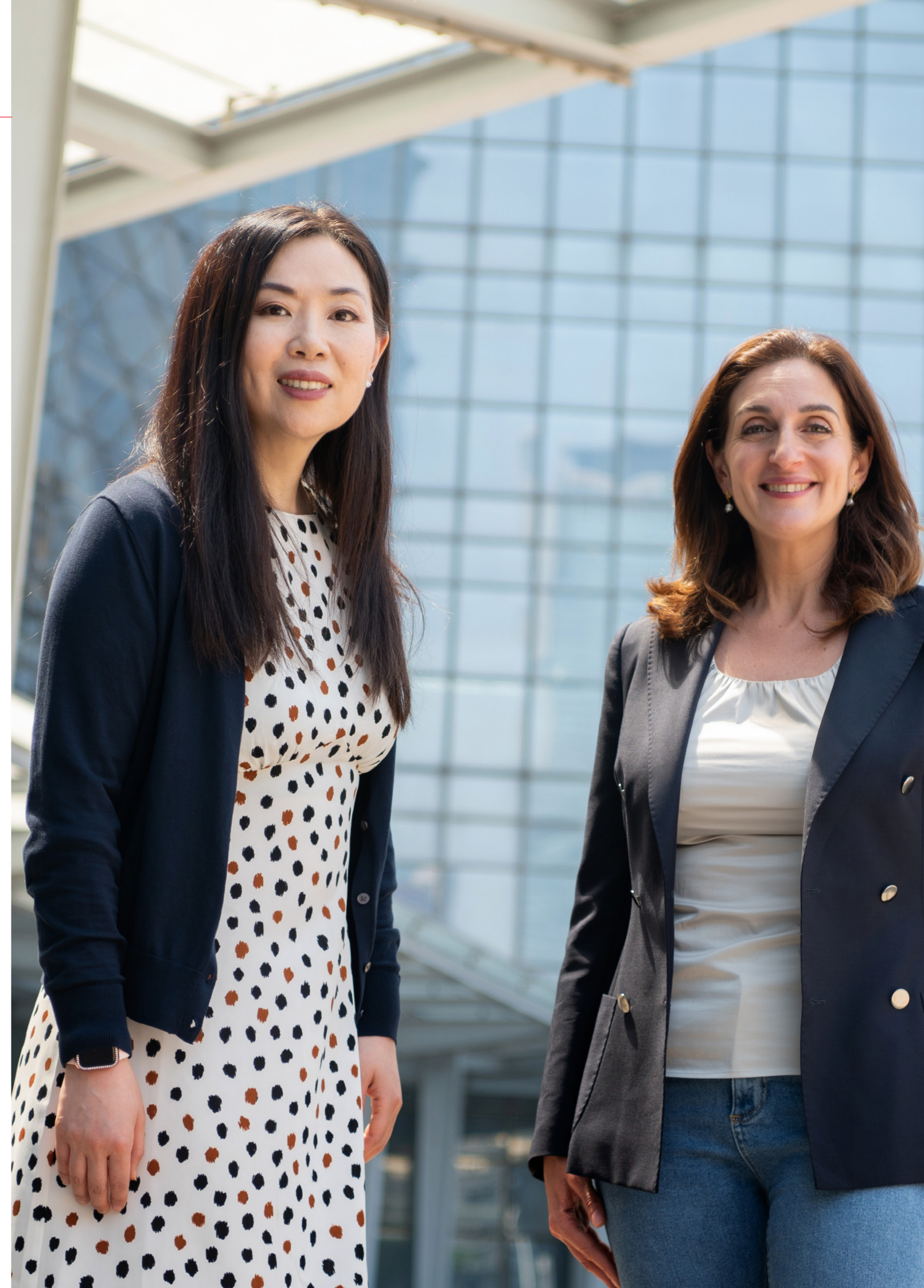
Trailblazers

Trailblazers is a colleague-led team that fosters company culture in line with our values, through initiatives aimed at supporting colleague wellbeing and engagement.

We held a “Spring into Summer” event, where colleagues record time spent on mindful, physical and/or wellbeing-related activities that translated into a charitable donation at the end of the event. To wrap up, colleagues took part in a team volunteering and social event.

We have continued to run our “Above and Beyond” awards that recognise outstanding contributions in line with our company values of trust, unity and confidence. Awardees are nominated by their peers and are celebrated at company-wide meetings, and on our internal communication channels.

We have continued to hold virtual coffees with colleagues, where every two weeks those who have signed up to the initiative are invited for a coffee break with a colleague that they maybe would not have had the opportunity to get to know otherwise due to, for example, geographical locations.



Equity, Diversity & Inclusion

The Equity, Diversity, and Inclusion (ED&I) group plays a vital role in fostering an inclusive and supportive work environment within our organisation.

This group is dedicated to raising awareness about a wide range of diversity and inclusion topics, providing resources to employees, and facilitating training to promote understanding and equity. Throughout the year, the ED&I group works to identify opportunities for growth, ensures that all employees feel valued and respected, and drives initiatives that support the ongoing development of a diverse and inclusive workplace culture.

Staff data headlines

2024 has been a maintenance year for our staff survey as we seek to streamline the data we collect.



Our metrics

22 global offices with 419 employees worldwide



Engagement

61% of colleagues completed our EDI questionnaire



Diversity of our people

Gender
63% of our employees are women

Ethnicity
15% of colleagues are from Ethnic Minorities

Disability
6% of colleagues have disclosed a disability (an increase of 2% since 2023)



Impact champions

34 Colleagues



Impact teams

Equity, Diversity & Inclusion
Environment
Charitable Giving
Community Outreach and Engagement



Training undertaken

Graduates
25 Trainees progressing through Patent and Trade Mark exams

Paralegals
25 Patent and Trade Mark trainee Paralegals progressing through UK and European qualifications



Culture

Of colleagues who completed the survey:

85% agreed or strongly agreed they **are treated with respect** as an employee (an increase of 4% from 2023)

81% agreed or strongly agreed that management demonstrate a **commitment to ED&I** (an increase of 10% from 2023)

81% agreed or strongly agreed that they are **treated fairly** at work (an increase of 1% from 2023)

79% agreed or strongly agreed that they are confident **Murgitroyd would take action against misconduct or harassment** (an increase of 4% from 2023)



Equity, Diversity & Inclusion

ED&I internal training and events

Gender Equity

For **International Women’s Day**, we held our inaugural “Advocating for Women – Inspiring Inclusivity” panel, where four of our inspiring leading women discussed their career journeys, their inspirations, and why advocating for women is such an important topic for everyone.

Our colleagues Clare Collins and Elizabeth Edwards also wrote a fascinating article on innovations in body armour for women, made by women, underscoring the importance of female inventors in developing gender-specific technological solutions. You can find the article here:

www.murgitroyd.com/insights/patents/making-a-clean-breast-of-it-the-case-for-female-inventors

We also marked **International Men’s Day** by highlighting this year’s theme of “Zero Male Suicide”. As part of this, we directed colleagues towards the talk given in 2022 by The Canmore Trust on mental health, suicide risk awareness, and proactive steps we can take to support those in distress (including ourselves).

ED&I Training for Colleagues

Our recently introduced compliance training for colleagues (see the Governance section for more detail) includes several ED&I related modules. These modules cover topics such as modern slavery, whistleblowing, human trafficking, unconscious bias, conduct, and the Equality Act 2010.

Visible Differences

During **National Inclusion Week** we considered the message of “Take Action, Make Impact.” As part of this, we provided colleagues with information and educational material about the experiences of people with visible differences, who can encounter appearance-related discrimination.

Deaf Awareness

As part of **Deaf Awareness Week**, we were delighted to welcome a representative from The Royal National Institute for Deaf People, who provided us with an enlightening and informative seminar with stories of lived experiences, and

tips on how best to accommodate colleagues with hearing difficulties. We also had a demonstration of some basic sign language and tried signing our names.

In addition to this, over the course of the week, we provided colleagues with information on deafness and deaf identity, definitions around aspects of hearing loss, and some guidance on how to create a more inclusive workplace for deaf people.

Neurodiversity

ADHD Awareness Month is October, and this year, we had a conversation about experiences of ADHD in education and the workplace. Explanations of the impact that ADHD can have on executive functioning, memory, and regulation were invaluable to improving understanding of this condition. Importantly, the lasting impact that a lack of understanding and compassion, particularly during school years, was described and the impact that this can have on mental health.

October is also **Dyslexia Awareness Month**, and we highlighted an article by the UK Intellectual Property Office describing how the different ways of thinking associated with dyslexia can have advantages in the Intellectual Property profession. We also raised awareness of some of the challenges that dyslexia can bring, such as memory and processing speeds, and explained how an understanding of dyslexia can help us consider how we and others communicate, learn, and process information.

For **Neurodiversity Celebration Week**, we signposted colleagues to our training platform where we have uploaded the webinars and other relevant training materials we have produced relating to neurodivergence. The week aims to educate society about neurodiversity and how more inclusive and equitable cultures can be developed to celebrate differences, challenge perceptions of neurodiversity, and give educational establishments and workplaces tools to best support neurodivergent individuals.

April is **Autism Acceptance Month**. Murgitroyd was pleased to support the work of the Institute of Neurodiversity to create a world with a better understanding of neurodiversity. We also highlighted webinars that were being held as part of the month that colleagues may be interested in attending, particularly those where autistic individuals were exploring their own experiences of being on the spectrum.

Equity, Diversity & Inclusion

Autistic Pride Day is held annually on 18 June, recognising the importance of pride for autistic people and the role pride plays in bringing about positive changes in society. Brazil held the first Autistic Pride Day in 2005, and since then, it has grown to be a global celebration, increasing public awareness and understanding of autism and celebrating neurodivergence.

The theme for 2024 was “Taking the Mask Off”. To fit in with neurotypical norms and societal expectations, autistic people frequently suppress their autistic traits, or “mask” them. This comes with an emotional and physical toll, resulting in exhaustion, issues around self-identity, and increased anxiety. The aim of this year’s theme was to raise awareness of masking and the negative effects it can have, and to advocate for acceptance and celebration of neurodivergence so that autistic individuals can feel free to just be themselves.

Racial Awareness

Racial awareness and equity continue to be subjects that colleagues at Murgitroyd care deeply about, in and out of the workplace. In addition to ongoing awareness training through our third-party platform, we celebrated several events throughout the year aimed at increasing understanding.

The first in 2023/2024 was **Black History Month** (UK & Ireland), which falls in October, with the theme in 2023 being “Saluting our Sisters”, focussing on the role Black women have played in communities, inspiring change and shaping history. Every day throughout October, colleagues posted about influential Black figures, businesses, and charities that have inspired and impacted the Black community across the world.

We also learned more about the significance of Black History Month in Ireland, for example, Frederick Douglass landing in Dublin in 1845 and his meeting with “The Liberator”, Daniel O’Connell.



Mental Health

Usually termed “**Blue Monday**”, at the suggestion of mental health charities, this year this was renamed to Brew Monday to remind us to reach out and connect with each other over a cup of tea or coffee. We provided resources from The Samaritans on how to be a supportive and effective listener and reminded colleagues of the mental health support that we offer within the company through resources and our Mental Health First Aiders.

Time to Talk Day is held on 1 February each year and reminds us to talk about mental health, acknowledging that it is not always easy to be on either side of the conversation. We published some pointers for holding conversations around mental health and how to support colleagues who may open up to us about difficulties they are having.

World Mental Health Day is 10 October. This year, the theme was “Mental Health is a universal human right”, with the stigma around mental health continuing to be challenged, and a drive to gain parity with physical health. We publicised some of the statistics around mental health, which suggests 25% of adults will experience mental health problems each year. Just in the UK, that equates to around 16 million people – emphasising that if you are having difficulties and feel that you are alone, you are not.

In May we marked **Mental Health Awareness Week**. This year’s theme was movement and the positive impact that exercise, however small, can have on mental health and wellbeing. This tied in particularly well to our Murgitroyd Games event where we recorded our time spent on activities aimed towards mental and physical health and wellbeing (more on page 41)!

Disability

We celebrated International **Day of People with Disabilities** on 3 December, with colleagues sharing their personal experiences of disability, including caring for those with disabilities. We considered the significant contribution made to the global economy by those who can access the workforce (and the opportunities lost to employers where disabled people face higher barriers to employment). Frustrations were shared at the struggle too many face with exclusion – inadvertent or otherwise – from society solely due to their disability. Positively, however, we discussed how the world is changing for the better and how inclusion is becoming the keyword, with diversified teams being rightly valued for the experiences they bring.

At Murgitroyd we endeavour to support and provide adjustments, as needed, for all employees to improve their working environment and reduce obstacles to access.

Related to this, we featured some of the initiatives and actions that we have taken at Murgitroyd to improve accessibility in the IP industry as part of **Global Accessibility Awareness Day**. We have provided colleagues with bespoke equipment, working arrangements, and adjustments; made accessibility of information a key focus of our recent brand and website refresh; and continued to improve our recruitment processes to help level the playing field for candidates. Our ED&I team also launched a consultation on ways we could further enhance accessibility within Murgitroyd.



Wellbeing

World Menopause Day shines a light on and encourages discussion of an area of health and wellbeing that has historically been shied away from. It aims to raise awareness of menopause and the impact that it can have on those going through it. Research by the Chartered Institute of Personnel and Development in the UK showed that three in five working women aged 45-55 have reported symptoms relating to menopause negatively affecting their work. With this in mind, we reminded colleagues that we have an informal support group within Murgitroyd and how to join it.

We highlighted our menopause policy, and the support materials that we have available for colleagues. Our policy sets out information around menopause and perimenopause and the symptoms people may experience during these, underlining the importance of prioritising health and wellbeing. We also detail our obligations as a responsible employer, and some examples of adjustments that we can make for our employees to reduce the effects that the menopause may have – acknowledging that the menopause affects everyone differently, and what may work for one person will not necessarily help another.

We celebrated **World Kindness Day** with the theme of 2023 being kind wherever possible. We asked colleagues to think about who we could reach out to, and who might need some help or just a reminder that someone cares.

Equity, Diversity & Inclusion

World Diabetes Day falls on 14 November. 2023 was a particularly important year, as it marked the 100th anniversary of the Nobel prize being awarded to Frederick Banting and Professor John Macleod for the discovery of insulin.

We also marked **National Diabetes Week** in the UK, with colleagues sharing their stories of living with Type 1 and 2 diabetes or having family members with the condition.

LGBTQ+

We have marked several important LGBTQ+ related dates across the year.

International Day Against Homophobia, Biphobia, and Transphobia is held on 17 May every year, commemorating the date in 1990 that the World Health Organisation removed homosexuality from its International Classification of Diseases, where it had been listed as a mental disorder. The day was created in 2004 to draw attention to the prevalence of hate and persecution still suffered by LGBTQ+ individuals – the UK's Home Office reported that crime relating to a person's sexual orientation increased by 41% between 2011 and 2022 in England and Wales alone, with incidents continuing to rise across the world.

This year's theme was "No one left behind: Equality, freedom, and justice for all", emphasising the value of allyship and solidarity, and the importance of standing up for LGBTQ+ family, friends, and colleagues against increasing hostility.

For **Pride** month in June, we welcomed a speaker from MindOut, the LGBTQ+ mental health service. MindOut works to improve the mental health and wellbeing of LGBTQ+ communities, and to make mental health a community concern.

During Pride month, we also celebrated International LGBT Pride Day on 28 June, wishing our LGBTQIA+ colleagues and allies a very happy Pride month. As part of this, we highlighted key dates in Pride month history across the world, since the Stonewall riots in New York in 1969.

We highlighted **International Non-Binary People's Day** on 14 July, the mid-point between International Women's Day and International Men's Day. We provided information on what it means to be non-binary, including around pronouns such as the singular they/them/theirs and how to use them. Some tips on how to be an ally to NB individuals were also given, such as asking what pronouns a person uses if you aren't sure, adding your own pronouns to social media or professional platforms, and using "they" if you are not sure of a person's gender or gender identity.



External Training and Events

As part of our ongoing education and development, colleagues have attended several externally-led training, networking, and awareness-raising events. These are listed in Appendix 1.

Awareness Raising

Part of the work of the ED&I team is to mark important cultural events and to raise staff awareness of what the day means, and why it is important.

Each year we publish a diversity calendar that highlights key events with personal significance to our colleagues. In addition to raising awareness of these events generally, the calendar also serves as a reminder to leaders in the business of times when colleagues, clients, and suppliers may be observing particular religious or national festivals across the world.

In 2023/2024, we have marked or celebrated many events over and above the ED&I calendar, raising awareness among our colleagues and opening dialogue on the issues or festivities behind each day, week, or month. A full list of the events we have observed in the past year is provided in Appendix 2.

European Patent Pipeline Program Internship

We are delighted to have been one of the founding firms of the European Patent Pipeline Program (EPPP), which launched late 2023. Extending the highly successful US Patent Pipeline Program (PPP) to Europe, both programs serve to widen access to the patent profession through a unique internship opportunity for STEM students.

Murgitroyd welcomed two interns during the summer of 2024. These interns gained invaluable work experience with our attorneys and partners and also experienced life as patent attorneys within in-house IP teams.

We are thrilled to have already welcomed one of the interns to the Murgitroyd team as they start their IP career, and are already working towards our 2025 EPPP internship alongside our founding partners and two additional firms.



Policies and Procedures

We have an internal Company Handbook available for all staff via our intranet which includes full details of our policies and procedures.

This year, we have updated our agile/flexible working policy to make the policy more accessible and clearer for colleagues who wish to take advantage of hybrid working or alternative hours.

We have worked to enhance our maternity, paternity, and adoption policies. Our UK maternity and adoption leave have been equalised, and the period of paternity leave available on full pay has been doubled.

Additionally, we have reviewed and made changes to some of our colleague benefits, including life assurance, sick pay and healthcare to make them available from day one of employment at Murgitroyd.

External Commitments

UK & Europe

Murgitroyd is pleased to continue our support of the Mindful Business Charter in 2024. The Mindful Business Charter is a commitment to tackle and reduce avoidable workplace stress, in both internal and external operations. While the workplace can never be completely stress-free, we recognise that there are ways of working differently in an effort to reduce unnecessary stress on colleagues and improve mental health and wellbeing.

As a company, we have committed to the following key points of the Charter:

1. Drive forward the actions and change necessary to support the Mindful Business Charter.
2. Promote a culture where people can speak up early about any concerns that they might have with their wellbeing (or the wellbeing of colleagues).
3. Make performance against the Mindful Business Charter/responsible business a priority-standing agenda item for all client and supplier relationship review meetings.
4. Ensure responsible business is included as an area of assessment during significant procurement processes.
5. Once points 1-4 have been established in the business, introduce the Mindful Business Charter to one new member every 12 months.

We also continue to be signatories to the Race at Work charter, which serves to formalise our commitment to the following steps:

1. Appoint an Executive Sponsor for race (our sponsor is Gordon Stark, CEO).
2. Capture ethnicity data and publicise progress.
3. Commit at Board level to zero tolerance of harassment and bullying.
4. Make equity, diversity, and inclusion the responsibility of all leaders and managers.
5. Take action that supports ethnically diverse employee career progression.

We additionally commit to supporting race inclusion allies in the workplace and including ethnic minority-led enterprises in our supply chains.

Equity, Diversity & Inclusion

IP Inclusive Support and Activities

We continue to publicise IP Inclusive events internally and externally, proactively encouraging colleagues to attend. We continue to contribute sponsorship to financially support IP Inclusive's ongoing work.

We were pleased to co-host a Careers in Ideas event as part of IP Inclusive's Summer of IP Scotland programme, which was open to individuals interested in a career in the IP profession with a view to increasing accessibility and diversity in IP.

Mary Pratt (HR Operations Manager) and Andrew McGlone (European Patent Attorney) provided a presentation on the wide variety of roles in IP and the equally varied routes you could take to get into the profession. This was followed by breakout Q&A sessions where attendees asked about topics such as interviewing, qualifications, and inclusion within organisations.

Senior Leader's Pledge

Murgitroyd Directors Russell Thom (Glasgow) and Steven Suèr (Aberdeen) are signatories to the IP Inclusive Senior Leaders' Pledge, which they have continued to work to uphold over the past year.

The Pledge is a commitment by each of the individual signatories – not organisations – to uphold eight high-level commitments alongside individual practical steps that the individual will follow. The eight commitments set out by IP Inclusive, are:

1. Providing visible and proactive leadership to improve D&I in my organisation;
2. Taking D&I seriously at the highest level;
3. Embedding and valuing D&I throughout the organisational culture;
4. Building trust and safe spaces throughout the organisation;
5. Educating myself and my colleagues about D&I issues;
6. Sharing my privileges;
7. Insisting on equity; and
8. Working closely with HR and/or management colleagues to achieve this.

Both colleagues are actively involved in our ED&I work, which includes wellbeing, training, colleague mentoring, neurodiversity, and mental health.

Sponsorships and Pledges

Murgitroyd was pleased to continue our practical and financial support of the National Council on Patent Practicum, Inc's US-based Patent Pipeline Pledge, from which the European Patent Pipeline Programme developed.

The Pledge stemmed from a partnership between Meta and the National Council on Patent Practicum (NCPP) and aims to increase diversity in the US patent profession. The PPP provides training, resources, and career opportunities for under-represented minority groups to enter the patent profession.

Through the Pledge, we commit to invest in equitable access to opportunities, training, and mentoring for diverse colleagues, as well as publicly advocating for and supporting organisations that work towards increasing diversity in the profession.

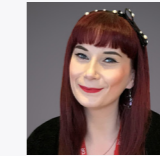
In 2023, we signed up to support the US-based Advancing Diversity Across Patent Teams (ADAPT), an initiative that aims to make organisations' internal ED&I programs both accessible and scalable so that they can have a positive impact on diversity within the patent industry as a whole. We are also members of the new European ADAPT initiative, which will be sharing best practice in ED&I across European IP firms, mentor individuals interested in a career in IP, and assist with benchmarking ED&I data across the continent.



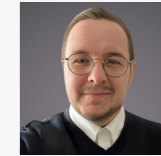
Group members



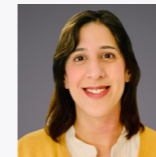
Nanna Bergh
Patent Support



Cara Kavinsky
HR Assistant



Alex Winn
Records Paralegal

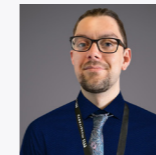


Rahila Bhat
European Patent Attorney

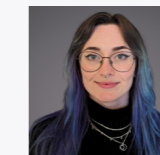


Liam Lawlor
Senior Patent Attorney

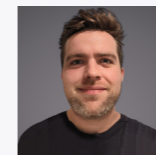
As part of our ED&I commitment, some colleagues have chosen not to have their photo included in this report, and we respect their right to privacy.



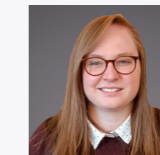
Martin Brown
Project Manager - Translation



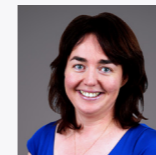
Danielle Loudon
Patent Support



Jay Buckley
Patent Paralegal



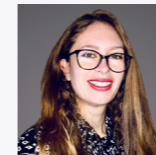
Fiona McLachlan
Patent Scientist



Laurence Cheney
Head of Global Marketing Operations



Mary Quinn
Director, Human Resources



Clare Collins
Senior Patent Attorney



Emma Tait-Barber
Content & PR Manager



Laura Fè
Director, Patents



Russell Thom
Managing Director, Patents

Environment



As Murgitroyd continues to progress towards Net Zero, the importance of our Environmental group's work cannot be understated.

The Environmental group supports colleagues and the company to take action to help protect the environment. The group remit includes:

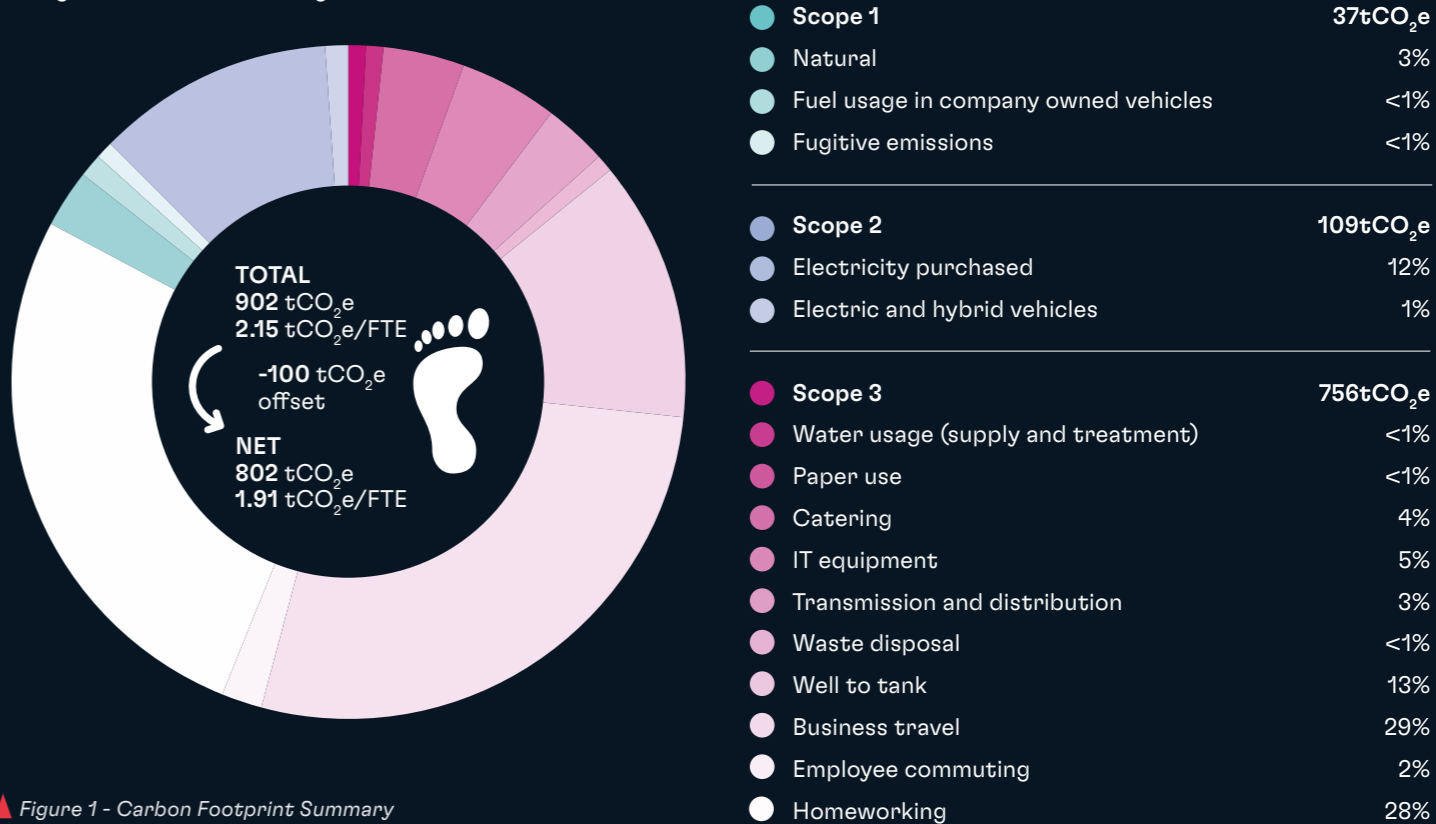
1. Work to lessen our environmental impact through monitoring and reducing our carbon emissions;
2. Raise awareness in the company of ways colleagues can reduce their personal carbon emissions, as well as reduce carbon emissions within the business;
3. Engage colleagues in environmental issues and initiatives; and

4. Identify environmental causes that colleagues and the company can support practically and financially

Energy-related challenges remain in each of the jurisdictions we work in, in both costs and supply chain. The work to mitigate our environmental impact while balancing costs continues to be a complex but key issue for the company over the last year.

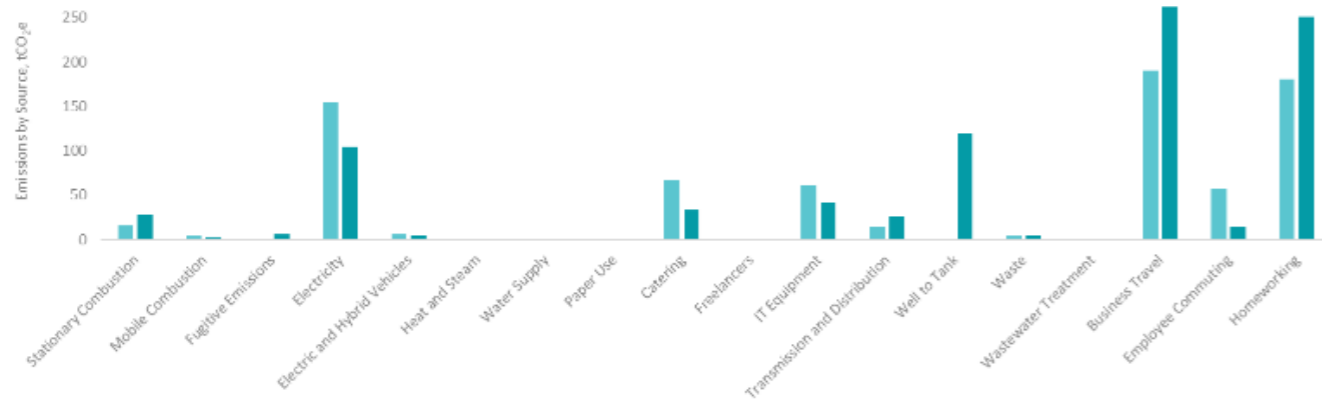
Carbon Footprint

Our Carbon Footprint appraisal was undertaken to estimate a headline figure for annual greenhouse gas emissions from the business for the financial year (1 June 2023 to 31 May 2024). This was the fourth carbon footprint analysis undertaken by Ensphere on behalf of Murgitroyd. Key findings are summarised in Figure 1.



▲ Figure 1 - Carbon Footprint Summary

Environment



▲ Figure 2 - Emissions by source FY2022 - FY2023

In total 902 tCO2e (tonnes of carbon dioxide equivalent) have been recorded. There has been an offset of 100 tCO2e captured through a mixture of reforestation and carbon avoidance projects which resulted in a net carbon footprint of 802 tCO2e equating to 1.91 tCO2e per employee.

Between FY22 and FY23 there has been an increase of 18% in total emissions and an increase of 25% in emissions per FTE. In the interests of continual improvement, an additional source of emissions, “well to tank”, has been introduced in the assessment period. This new source of emissions represents 13% of the total carbon footprint. When well to tank emissions are excluded, the overall percentage increase is less than 1% year on year.

There has been an increase in our Scope 3 emissions due to increased business travel. Positively, there has been a sharp decrease in Scope 2 emissions which is helped by the move to 100% green energy suppliers across many of our offices.

Figure 2 shows a comparison of greenhouse gas emissions by source between FY22 and FY23.

The rise in emissions is driven by factors such as Murgitroyd’s growth, increased travel to meet and collaborate with our clients and colleagues, and attending conferences and events. All travel and event attendance is scrutinised to ensure that there is a clear, justifiable business value. As a result, the travel undertaken is solely that which is essential to our business development and the service we provide to our clients.

We continue to invest in our IT software and support the use of virtual meeting software, which is available to all colleagues, reducing our business travel needs. We are also continuing to improve digital processes across the company to encourage and facilitate paperless working.

We are continuing to review our energy suppliers across the company, and we are starting to see the benefits of signing up to 100% green energy contracts in our Scope 2 emissions. We are continuing to work with our landlords and aim to move all our UK offices to 100% renewable energy contracts in the very near future. Energy contracts in our international offices remain under review as and when they come up for renewal.



Offsetting

Murgitroyd has worked with Ecologi since 2021 to fund tree planting and support carbon avoidance projects, such as onshore wind energy generation in Taiwan, or protecting old-growth rainforest in Peru. Over this period, we have funded the planting of 8,062 trees across 19 projects. In this financial year alone, we have offset 100 tCO2e through a mixture of tree planting and investment in carbon avoidance projects.

Investments in these very deserving projects helps us offset some of our carbon emissions.



Legal Sustainability Alliance

Murgitroyd continued our membership of the Legal Sustainability Alliance (LSA) in 2024, and we are proud to have now been a member of this valuable network for several years.

The LSA provides advice and guidance to legal firms in the UK, to help with analysis and reduction of their carbon footprints.

In 2021 we signed up to The Legal Renewables Initiative, a commitment to source 100% of our energy from renewable providers by 2025. To date, 50% of our premises are on 100% green energy tariffs. We are aiming for this to rise to 75% by the end of 2025 as contracts come up for renewal.

Energy Savings Opportunity Scheme (ESOS)

This year we prepared and submitted our first ESOS audit. This is a mandatory energy assessment scheme, administered by the UK Environment Agency, for organisations which meet the required criteria.

An energy audit was carried out to meet the ESOS Phase 3 compliance requirements for the period June 2022 to May 2023. The audit included a review of:

- Organisation structure
- Energy consumption in UK offices
- Our environmental policies
- Office occupancy levels

The outcomes provided several immediate, medium- and longer-term recommendations to assist us to improve our energy savings, such as:

- Training colleagues on energy efficiency and adding this to our onboarding process.
- Reducing sleep time on laptops and monitors.
- Upgrading lighting in offices to LED and adding timers/sensors.
- Installation of heat pumps.

Using these recommendations, we have prepared an action plan detailing the steps we plan to take and the corresponding energy savings we expect to make between now and December 2027. We are required to complete regular progress updates to ESOS to monitor our energy savings and the effectiveness of the changes we are making within the business.



Environment

Initiatives

In October 2023 our Cardiff office donated over £2000 of office furniture for reuse by a community group. In addition to helping people in the local community, the donation diverted 442kg of potential waste from landfill and avoided 508kg of CO2e (carbon dioxide equivalent).

In the lead up to the Christmas period we asked colleagues to share some photos of their festive traditions while encouraging reuse and minimising waste. This had a fantastic response with some brilliant examples of traditions that let us get to know our colleagues, and what matters to them, even better. In recognition of the effort that everyone put in we donated to a carbon avoidance project that captures methane emissions from landfill. Our donation allowed us to offset 100 tonnes of CO2e.

Also relating to the festive period, we highlighted that in the UK alone 8 million real Christmas trees are bought each year, with many of these ending up in landfill generating ongoing emissions. Suggestions for how to recycle these included taking them to be chipped and shredded in local council-run parks, or where possible replanting the tree.

Global Recycling Day was held on 18 March and we asked colleagues to look around their work areas in the office, or at home, and think about how we as individuals and a company can recycle more. Offices were identified that would benefit from additional recycling bins, or more recycling signage.

For our Cardiff office, we delivered new recycling bins to allow increased separation of recycling waste in line with new Welsh legislation that came into force on 6 April 2024.

22 April 2024 was Earth Day and we chose to honour and celebrate our remarkable planet, as a reminder of the importance of environmental conservation and sustainability. The 2024 theme was “Planet vs Plastics” and we discussed how we can reduce plastic usage and waste in our homes and workplaces, and looked forward to litter picking events planned for the summer.

Also announced on Earth Day was Murgitroyd’s “Green Fingers Challenge” as part of our Spring into Summer initiative (see the Trailblazers section for more on this!). The aim was to prepare a sports-related image, collage, or similar using plants, within the Spring into Summer colleague teams. For example, flowers and vegetables could be used to create an image of an iconic sports person or venue.

A bonus was awarded for home grown plants by team members across the world, and for creativity, interpretation, and teamwork!



World Environmental Day falls on 5 June and this year’s theme was “We are #GenerationRestoration”, looking at reversal of land degradation, halting desertification, and increasing drought resilience. World Environmental Day is led by the UN’s Environment Programme and this year was hosted by the Kingdom of Saudi Arabia. We raised awareness of the event internally by asking colleagues to consider the different themes being focused on in 2024, and provided a video and information produced by the UN’s Environment Programme to mark the day.

Ongoing Training and Education

The team are committed to maintaining up-to-date knowledge about ESG initiatives and ways that Murgitroyd can continue to reduce our environmental impact on the road to Net Zero.

In the past year, members of the team have attended training sessions on carbon offsetting and biodiversity.

Targets and Progress Update

We continue to work with Ensphere, a consultancy who advise businesses on sustainability and reducing carbon emissions, who are assisting us to streamline our environmental reporting and to set KPIs to assist Murgitroyd to reach Net Zero by 2030 or before.

We aim to proactively work on reducing our carbon footprint where possible and utilise carbon offsetting only where absolutely necessary.

We now have six fully electric company vehicles, two hybrid company vehicles, and two diesel vehicles. Our company vehicle holding is regularly reviewed for efficiency and suitability, considering charging network provision in the relevant country.

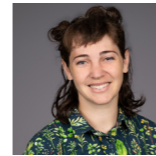
Group members



Margaret Hastie
HR Business Partner/
Environment Group
Leader



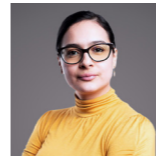
Steven Suèr
Director, Patents



Bridgett Gallagher
IP Portal Assistant



Andrew Sunderland
Senior Patent Attorney



Melania Padilla
Senior IP Paralegal



Governance



Mandatory compliance training

Murgitroyd ensures that all colleagues are aware of relevant policies, rules and regulations that apply to them, to ensure that we reduce any risks of non-compliance and that we keep colleagues and the company safe. A schedule of mandatory training helps us to achieve this.

Through our training platform, The Professional Alternative (TPA), colleagues can access their required training and agreed schedule for completion. The introduction of TPA has given Murgitroyd and our team an opportunity to use their certificated training to raise colleague awareness of relevant requirements. It will also give us confidence that we are all aware of what is required of us to stay in line with relevant regulations and avoid future issues. This information will form an important part of our ESG reporting.

All new colleagues joining Murgitroyd will be required to complete a more comprehensive schedule of training as part of their induction programme.

The main topics covered are:

- Cyber Security
- Anti Bribery and Corruption
- Modern Slavery and Human Trafficking
- Whistleblowing (Speak up policy)
- General Data Protection Regulations (GDPR)
- Equality, Diversity and Inclusion (ED&I)
- Unconscious Bias
- Health and Safety

These topics apply to all colleagues, globally, and we are continuing to investigate additional country-specific requirements and training to add to this compliance training schedule to ensure the company's compliance framework reflects all relevant local compliance regulations.

There is additional mandatory training for specific groups of colleagues, including Fire Wardens and colleagues in Finance and Legal.

Data security and resilience

Over the past year, we have further enhanced and developed our security awareness training for all Murgitroyd staff. This training helps to raise the understanding of threats, risks, and all applicable legal and regulatory requirements that we must conform to, in order to remain compliant and provide the highest level of protection to our clients and colleagues. In addition, we continue to perform various coordinated simulations, which, in combination with supplementary targeted training, provide staff with a high level of situational awareness.

As part of our ongoing risk management program, we have further developed our quality and security patch management activities with regular internal and external vulnerability scans. We perform security penetration testing for any externally published systems using suitably qualified third parties. We also conduct regular threat-hunting activities using a retained partner.

Our IT Policy framework, which includes appropriate guidance on acceptable use and risk mitigation, is available to all colleagues via our Company Handbook. We continue to enhance and develop this framework to ensure it meets the evolving needs of our organisation.

Cybersecurity certification

During the last year, we achieved the Cyber Essentials Plus certification, reflecting our commitment to cybersecurity. This certification, awarded by the National Cyber Security Centre, demonstrates our dedication to protecting our systems and data from cyber threats. The Cyber Essentials Plus certification involves a rigorous assessment of our security measures, ensuring we have robust defences in place. The benefits of this certification include enhanced protection against cyber-attacks, increased client trust, and compliance with industry standards. This achievement underscores our ongoing efforts to maintain the highest standards of security and governance.



AI and its adoption

We have thoroughly investigated and gained valuable insights into the role of Artificial Intelligence (AI) within the Intellectual Property (IP) sector. Our exploration has highlighted the significant impact AI can have on our operations, from enhancing data analysis to streamlining processes. As we move forward, we are committed to integrating AI with caution, ensuring that it is well-governed and aligns with our ethical and data protection standards. By doing so, we aim to harness the benefits of AI while maintaining robust governance and compliance frameworks. This careful approach underscores our dedication to responsible innovation and sustainable business practices.

Risk

All material risks are reported to the Board, either by reports via the CEO or directly to the Board, as appropriate.

Identified risks are noted on a risk register to be reviewed at regular intervals, to allow for their management. The risk register is maintained and reviewed by our appointed Chief Compliance Officer.

At least every six months, or as occasioned by changes in the business or the environment, consideration of further potential risks is undertaken. Where new risks are identified, these are assessed, new procedures and processes are put in place to manage the risk if appropriate and any such new risks are added to the risk register for further consideration. To mitigate risk in our supply chain, we have supplier management policies to ensure that adequate supplier records are maintained, and are periodically assessed.

Ecovadis

Following an evaluation of our work in the areas of (i) environment, (ii) ethics, (iii) labour and (iv) human rights and sustainable procurement we are delighted that we have obtained our Ecovadis Committed status in 2024, in recognition of our sustainability achievements. Ecovadis is a globally recognised assessment platform that rates businesses' sustainability based on the four categories noted above.

Health, wellbeing and community policies

We have enhanced our annual leave, maternity and paternity policies, and have removed stand-down periods for other colleague benefits. These changes predominantly impact our UK-based colleagues, and we also deploy similar policy levels in our international locations where that is permissible and practical to do so.

We have also introduced a new formal Agile Working Policy, accompanied by a revised Flexible Working Policy (which relates to a colleague's statutory employment right to request variation to standard working patterns.)

Additionally, we have introduced a new Volunteering Policy. With a pool of 200 volunteering days that colleagues can bid for, this policy helps to support our ongoing duty to serving and giving back to the communities in which we live and work.



Personnel

We have a dedicated C-Suite ESG lead, and our ESG initiatives are a regular Board agenda item, solidifying our commitment throughout all levels of the business.

This year, the board composition has changed, with a new CFO appointed and the incumbent CFO remaining in a Non-Executive Director role. A new Chair has been appointed, who has in excess of 25 years of professional services and significant experience running Private Equity backed businesses.

We have restructured the Executive Team to ensure a more accurate representation of the business as a whole, at C-suite level, appointing a Chief Operating Officer and promoting our Marketing Director and Managing Directors of Trade Marks and Patents to the Executive Team, three of whom are female.

Anti-Bribery

A statement on our Anti-Bribery and Corruption Policy can be viewed on our website here: www.murgitroyd.com/legal/anti-bribery-and-corruption

Modern Slavery

Our Modern Slavery Act Policy Statement for 2024/2025 can be obtained from our website here: www.murgitroyd.com/legal/modern-slavery-act



Charitable Giving



Our Charitable Giving team has been a vital part of Murgitroyd's corporate culture for many years, working painstakingly to support our Company ethos of responsible giving.

The remit of the Charitable Giving group includes:

1. Encouraging and supporting colleagues who are fundraising for causes close to their hearts;
2. Donating to organisations working in areas suffering from large-scale emergencies and disasters; and
3. Working with teams across the company to aid with internal and external initiatives.

External Donations

As a global company with a diverse workforce, international emergencies and disasters inevitably affect us. We have continued to support the work of organisations that respond to such emergencies as they happen. We also recognise our role in the communities we work and live in, and endeavour to support causes and organisations within these communities.

In 2023-2024, we made donations to the following organisations:

Jonathan's Voice

In recognition of World Suicide Prevention Day, we made a donation to Jonathan's Voice, a mental health charity that drives understanding of and support for mental health in the intellectual property sector, with a particular focus on men's mental health and suicide prevention. They currently fund research into contributing factors to male suicidal despair and how to aid recovery from this. At Murgitroyd, we have found their resources invaluable for educating and raising awareness of mental health issues within the IP profession.

In 2024, we were devastated to lose a caring, supporting, fun, kind, and hugely valued colleague to cancer. Their loss is keenly felt within Murgitroyd.

In their memory, and at the request of their colleagues, we made several donations to cancer charities.

Macmillan Cancer Support

Macmillan supports and advocates for those living with cancer. They train and provide nurses, support workers, and palliative care workers, provide workplace training and lobby decision makers. They also offer advice around finances, which can be severely affected by cancer diagnosis and treatments and provide advice and access to welfare and grants to help with bills.

Cancer Support UK

Cancer Support UK identified a gap in cancer support provision around psychosocial support for those undergoing cancer treatment, and those who have completed treatment. When treatment has been completed, low mood and anxiety are common and can make continued recovery difficult. Cancer Support UK has "Cancer Coach" support groups which provide participants with the tools for emotional recovery. They also provide essential kits for all ages, designed by those who have themselves had cancer, with items that are handy to have during treatment.

Cancer Research UK

Alongside support provision for those with cancer, ongoing research to prevent, treat, and beat cancer is required. Cancer Research UK funds medical research into different types of cancer, with oversight from multiple organisations to

Charitable Giving

ensure that funds are being spent appropriately. They also develop policies that can feed into Government work and decisions around cancer, healthcare, and research, and provide information about cancer to the public.

Dementia UK

Dementia UK provides access to specially trained dementia nurses for those affected by dementia. The charity also campaigns to raise awareness of dementia, including how to support colleagues with dementia to stay in work for as long as possible, and how to help and support colleagues who are caring for family members with the condition.

Marie Curie

Marie Curie provides practical, emotional, and medical support to those affected by a terminal diagnosis, from preparing the individual and their families for death, to providing hospice care (in a hospice or at home) to offering bereavement support. Their palliative and end of life care aims to preserve dignity and allow those receiving the care to live the best life they can.

Givin' it Laldie – Music in the Gorbals

This charity was highlighted to us by a colleague and is a musical group that works in the Gorbals, Glasgow. They provide musical sessions for children and adults with the aim to strengthen the community, connect people, and improve wellbeing. Through choirs and guitar classes for adults and children, sessions in dementia units, and community performance events, they work to spread the love and enjoyment of music to all.



Community

Easter Community Drive

To mark the new beginnings of spring and the message of renewal of Easter, we asked colleagues to nominate organisations that use the arts to support people in their local communities.

We received a huge variety of nominations. Many organisations went out into their communities and visited community groups or schools to provide theatrical or musical performances. Some put on workshops and training programmes to develop artistic skills ranging from painting to puppetry. Many were closely involved with groups in deprived areas, seeking to offer opportunities to children and young people to develop their creativity. Others provided a creative space for disabled people or those with mental ill-health.

We were delighted with the response from colleagues and to be given the opportunity to learn about and support such incredible work.

A list of the nominated organisations can be found in Appendix 3.

Equity, Diversity & Inclusion

Several awareness events were marked by our ED&I group, or colleagues themselves, with a charitable donation made alongside.

In April we celebrated Autism Acceptance Month. In recognition of this, we made a donation to the Institute of Neurodiversity (ION). ION is a global, neurominority-led organisation that works towards awareness and acceptance of neurodivergence, and advocates for the equality and human rights of neurodivergent people.

From 6-12 May 2024 was Deaf Awareness Week and in recognition of this, we donated to the Royal National Institute for Deaf People. The RNID provides support those experiencing many different types of hearing loss, and support to those with tinnitus.

For Pride Month in June, we were privileged to have a representative from MindOut providing a webinar for us on LGBTQ+ allyship, awareness, and mental health. MindOut is a mental health charity for the LGBTQ+ community that offers peer support networks, counselling services, and advocacy.

17 May is the International Day Against Homophobia, Biphobia, and Transphobia. A donation was made to Outright International, a non-governmental organisation that researches and works to address gender- and sexuality-based violence, discrimination, and human rights abuses against the international LGBT+ community.

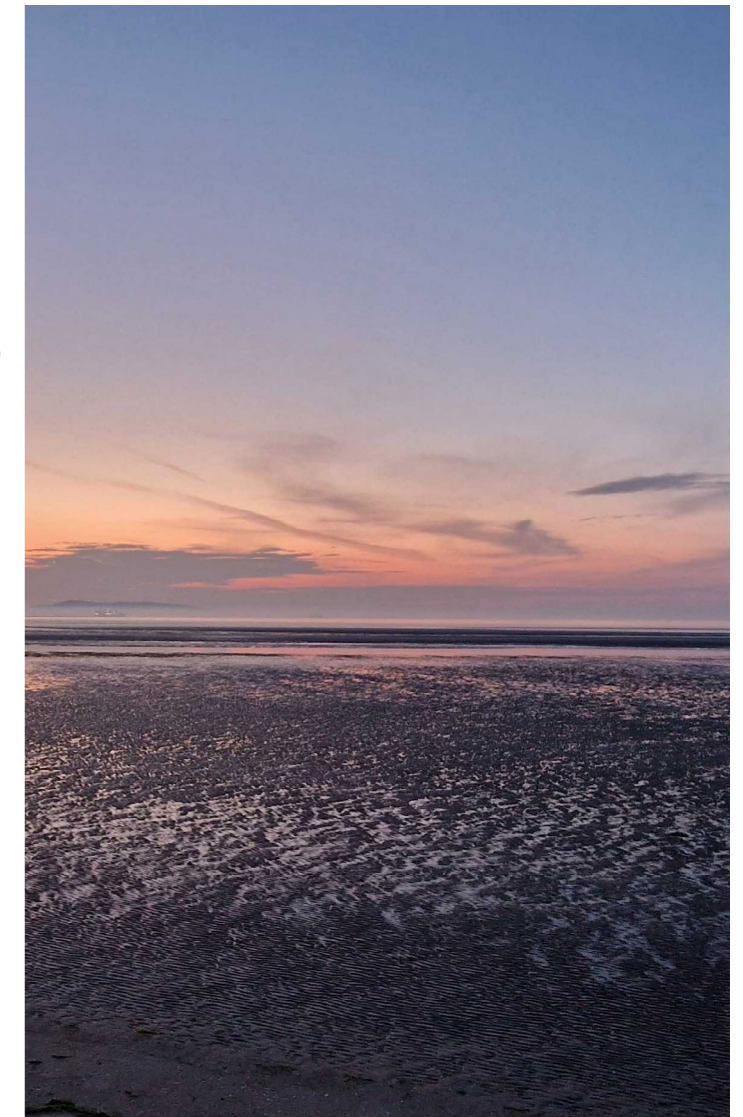
Our Dublin office again took part in Darkness into Light on 6 May to support Pieta, a suicide prevention charity. This year, our colleagues joined with thousands of others across Ireland in an early morning 5k walk to welcome the dawn, symbolising light against the dark. There were some beautiful photographs taken of the sunrise as part of the event.

22 April is Stephen Lawrence day in the UK. Stephen Lawrence was a Black teenager who was brutally murdered in an unprovoked racist attack in London in 1993. The outcome of a public inquiry into the mishandling of the murder investigation led to significant legal and cultural changes in the UK. We were pleased to continue our support for the Stephen Lawrence Day Foundation in their work towards a more equal and inclusive society, and to improve opportunities for marginalised young people in the UK.

General Employee Fundraising

Many of our colleagues are passionate fundraisers for causes and community organisations, both local and global. Murgitroyd hugely values the efforts our colleagues make to contribute to causes that matter to them, and this year we have continued our extensive history of contributing to our employees' fundraising activities.

This year, colleagues have taken part in a wide range of activities including marathons, Movember, hikes, and 10K+ runs and walks. As a result of these, we are proud to have contributed to charities and organisations including hospices, women's health research, domestic violence refuges and services, men's health support, cancer research and care, neurological research, youth outreach, access to sports, and veteran's support and services.





Charitable Giving

Group Members



Ana Barahona
Project Manager



Fiona Mason
Company Secretary



Margaret Hastie
HR Business Partner



Danielle Loudon
Patent Support



Cara Kavinsky
HR Assistant



Rebecca Pedler
Marketing Director,
Charitable Giving Lead

Community Outreach & Engagement



Our Community Outreach & Engagement group has been a long-standing and very valued initiative within Murgitroyd. The team endeavour to support colleagues and organisations to give back to the communities that we live and work in.

Community Initiatives and Support

United Kingdom

As part of our outreach activities, colleagues have visited schools in their communities to take part in careers fairs. We have endeavoured to raise the profile of the intellectual property industry and the huge variety of career paths available generally, and within Murgitroyd. Students were also provided with job seeking and interview skills advice. The young people attending were guided on the educational background different positions in IP require, and the kinds of subject choices they could make in school that would lead to suitable qualifications for their role of interest.

There are always lots of excellent questions asked about what our jobs involve and the journey our colleagues have taken from school to their current careers. Parents, too, have lots of questions about Murgitroyd, Patents, and Trade Marks!

Gordon Stark has been volunteering as a business mentor to a group of senior pupils at a local secondary/high school. The pupils are undertaking the Young Enterprise Scotland (YES) Young Enterprise Award. The team benefited from weekly mentoring sessions over a three-month period, and successfully completed the course.

We were delighted to support several community-based arts projects this year. The work that they do is transformational to those who access them. The word cloud expresses the common aims and services that they provide in their communities.



Community Outreach & Engagement

Making a Difference

We introduced our “Making a Difference Moments” this year to highlight and celebrate the many different volunteering activities our colleagues take part in. Each month, colleagues could nominate their cause for a donation. Additionally, the charity or community organisation, and the work that our colleagues do with them, were given a company spotlight on our internal channels. Some examples of the worthy causes donated to this year include Poppy Scotland, Guide Dogs for the Blind, and Rutherglen Cenotaph Community Volunteers.



Spring into Summer

Our Trailblazers’ Spring into Summer event emphasised the value of community. To celebrate the end of the event, each of our offices chose a community-based team building activity. This year, these activities included litter picking, outreach, clothes swaps, charity donation drives, foodbank collections, and preparing and distributing food and drinks to children and hospital visitors. More information about the Spring into Summer event can be found on page 41 of this report.



Volunteering Leave

To help colleagues volunteer for causes that they are passionate about, we have introduced a pool of 200 volunteering leave days. Colleagues can apply for up to 2 days of paid leave per year to support voluntary work – these can be taken as half or full days. There has been a brilliant response to the new leave option and we have been delighted to see the various activities that our colleagues have been able to take part in as a result.



Group Members



Margaret Hastie
HR Business Partner



Fiona Mason
Company Secretary/
Community Outreach
and Engagement Leader



Cara Kavinsky
HR Assistant

Trailblazers



The Trailblazers group in Murgitroyd aims to be a proactive and collaborative working committee that promotes and fosters company culture in line with the company values of trust, unity, and confidence. The Group organises annual and ongoing initiatives with a focus on the wellbeing and engagement of all colleagues.

Spring into Summer

Spring into Summer is an annual initiative hosted by the Trailblazers Group. Colleagues are encouraged to take part by tracking time spent on mindful and/or physical activity throughout the initiative. This year, the focus was on connecting with colleagues across the company, with inspiration from the Olympic games. Colleagues from our global offices were allocated into teams and provided an opportunity to connect with colleagues across the business and this encouraged some friendly competition.

The teams were issued a number of challenges, including creating a team name, team mascot, team photo collages, sports pictures and a gardening challenge. Many teams also displayed their creativity by creating songs, logos, videos and graphics to accompany their entries.

Scoreboards were published weekly, with the final scores contributing to a charitable donation, selected by the team members. A list of the chosen charities for 2024 can be found in Appendix 4.

During Pride Month, Trailblazers worked with the Impact team to promote an LGBTQ+ webinar from MindOut and encouraged colleagues to attend as part of the mindfulness activities for Spring into Summer.

To celebrate the wrap up of the initiative in June, each office in the company was provided with time for volunteering and a social activity to encourage community engagement and connection.

Our Aberdeen, Cardiff, Glasgow, Milan, Southampton and York offices spent an afternoon litter picking in their local areas.



Aberdeen chose to clean up a local park and the sun (and some office dogs) came out for the occasion!



Cardiff also chose a beautiful day to go litter picking in Bute Park in the city!



Trailblazers

Team members from our Glasgow office cleaned up a nearby walking/cycle lane with extra motivation given by passers by. Thirty bags of rubbish were collected including 36 vapes and 2 broken traffic cones! The picking crew then regrouped in the onsite cafe to share their experiences over pizza and drinks. Prizes were awarded for some of the more unusual finds.



Colleagues from our Milan office brought some extra elegance to their litter picking by doing it sailing on the Naviglio and helping to clean the canal.



Milan – it wouldn't be a water clean up without at least one shopping trolley!



Our Southampton team also combined their litter picking event with an office dog walk followed by pizza.

The difference that even a relatively short period of time spent cleaning up streets, canals, parks, and trails made was fantastic.

Our Managua office prepared juice and sandwiches for handing out to children and people working on the local streets, as well as outside of a hospital.



Our Milton Keynes office got together and raised money to buy items for Milton Keynes Food Bank, which supports many families in the local area.

Our London Central and Euston offices also spent time together purchasing items for the Euston foodbank.

Trailblazers



Our Newcastle office held a charity shop drive, with colleagues collecting pre-loved clothes and donating them to several local charity shops.



Our Belfast office volunteered at a Generation Innovation event, running a 'Build your brand' workshop for two groups of 16 – 18 year old budding entrepreneurs.

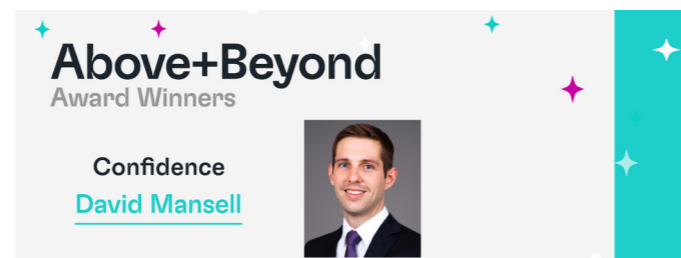


Finally, our Munich office set up a clothing exchange with coffee and cake in the office and collected items for donation to a local charity shop. The team finished off the event enjoying the sun and company in a traditional Biergarten.

Above and Beyond Awards

The Trailblazers co-ordinate our employee recognition programme, where colleagues are encouraged to nominate their peers who have gone "above and beyond", making an outstanding contribution in line with one or more of the company values of trust, unity, and confidence. Recipients are presented with their awards on our company channels, where the background to each nomination is outlined, as well as recognised on our monthly company-wide webinars.

This year, 63 colleagues have been recognised for their exceptional contributions.



m:café

Our m:café is a social channel where colleagues are randomly paired up and encouraged to have a virtual coffee break together. The initiative helps colleagues meet and socialise with others in offices across the world, and in other departments.

Many colleagues in geographically distant offices who would not normally have the chance to chat have benefited from the opportunity to get to know each other and build connections. This has helped to form friendships as well as a real sense of unity across our global offices.

Virtual Holiday Party

The Trailblazers organised and hosted a virtual festive holiday party, which gave colleagues the chance to get together to look forward to the holidays and to celebrate individual and company achievements from the past year.

In the lead up to the party, colleagues were encouraged to post pictures of their own holiday traditions. This included decorations, activities, and recipes, and was a great way to engage with each other and learn more about customs from different countries. Continuing our commitment to the environment, for each photo posted, our Environmental Group donated to carbon avoidance, carbon removal and community restoration projects.

Each year, a highlight is the company Secret Santa, where colleagues nominate each other to recognise exceptional and valued contributions to Murgitroyd over the course of the year.

All nominees are recognised when the awards are announced, with the reasons for their colleague nominations outlined. The overall winner and recipient of the Grand Prize is the colleague with the most nominations. Runners up who have received multiple nominations are also awarded in different tiers.

We also make a donation each year during the holiday period to a charity of each office's choosing. A list of the charities we donated to in 2023/2024 can be found in Appendix 5.

Training

We are keen to invest in and support colleagues in getting training and upskilling, to help not just with their current role, but also with a view to enhance their career and progression.

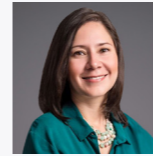
Membership of the Trailblazers group is an excellent way for colleagues to gain experience in leadership, communication, and project management. This practical experience is supplemented with training content on our professional learning platform, and additional leadership development programmes available within Murgitroyd.





Trailblazers

Group members



Ana Barahona
Project Manager



John Gillies
Chief People Officer



Laurence Rubaud
Head of Internal
Translations and
Spectra



Catherine Bonner
Director, Patents



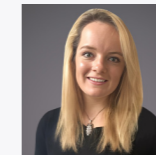
Natasha Haley
Patent Paralegal Team
Leader – North East &
North Central England



Jenny Smith
European Patent
Attorney



Elena Brioschi
Director, Trade Marks



Sophie Knott
Patent Scientist



Gordon Stark
Chief Executive Officer



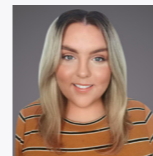
Jessa Butler
Head of Organisational
Development



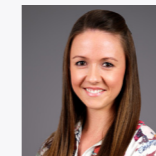
Chris Lester
Senior Patent Attorney



Steven Suèr
Director, Patents



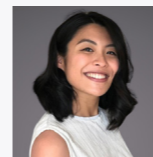
Holly Cameron
Trade Mark Attorney



Lyndsey McLennan
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Emma Tait-Barber
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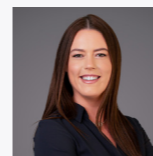
Jessie Cheung
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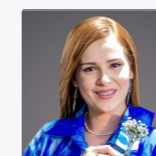
Simon Mitchell
Director, Patents



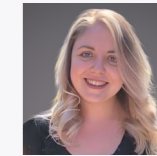
Jennifer Walker
Senior Records
Paralegal



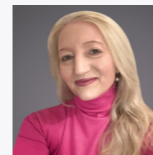
Michelle Drumm
Patent Paralegal



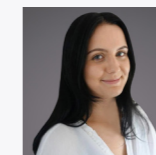
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Jacqueline Reid
Senior IT Developer



Mandy Fleming
General Manager,
Credit Control






Michael Robinson
Patent Scientist

As part of our ED&I commitment, some colleagues have chosen not to have their photo included in this report, and we respect their right to privacy.

3-Year Action Plan

In 2021, working with our owners Sovereign Capital Partners, we developed an ESG action plan for the next 3 years. Following the completion of this initial period, we have reviewed and refreshed our aims for 2024-2026.



	2024	2025	2026
Environment 	<ul style="list-style-type: none"> + Complete ESOS reporting + Develop a Net Zero Strategy in alignment with science-based targets + Consider how to integrate international offices in emissions reduction + Consider how to measure wider environmental performance of international offices 	<ul style="list-style-type: none"> + Consider aligning environmental management system international with ISO standards + Implement actions resulting from carbon emissions and climate change strategy + Consider transition to green energy across all offices + Set targets for other environmental metrics 	<ul style="list-style-type: none"> + Consider third-party verification of targets set as part of the Net Zero Strategy + Introduce action plan to Environmental Management System to improve performance across all offices + Analyse and measure success of carbon reduction in the context of carbon neutrality and net zero targets
Social 	<ul style="list-style-type: none"> + Review impact of EDI initiatives and progress accordingly + Consider formal EDI strategy and action plan + Develop a sustainable procurement policy + Includes ESG in supplier questionnaires + Develop mandatory training programme for employees 	<ul style="list-style-type: none"> + Implement sustainable procurement policy + Roll out supplier ESG questionnaires + Review outcome of employee and community groups' initiatives and action plans + Based on the above, consider focus on positive social outcomes 	<ul style="list-style-type: none"> + Consider review of H&S management system to align with ISO standards + Continue roll out of supplier ESG vetting + Establish mechanism to review suppliers' compliance with ESG requirements + Review effectiveness of EDI initiatives, consider reviewing action plans as necessary
Governance 	<ul style="list-style-type: none"> + Review business risk assessment and update as required + Achieve further cybersecurity certification e.g. Cyber Essentials Plus + Obtain Ecovadis Certification + Reflect international points of view in work of ESG committee 	<ul style="list-style-type: none"> + Implement actions from business risk assessments identified by Risk Committee + Review conclusions and recommendations from Ecovadis + Aim to improve Ecovadis score 	<ul style="list-style-type: none"> + Continue to aim for improved Ecovadis Score + Review Risk Management and Governance Policies + Review implementation of actions from business risk assessments

Impact Team Members



Ana Barahona
Project Manager



Laura Fè
Director, Patents



Fiona Mason
Company Secretary
& Community Outreach
and Engagement Group
Lead



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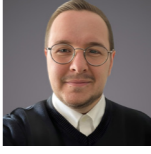
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Alex Winn
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Cara Kavinsky
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Rebecca Pedler
Marketing Director,
Charitable Giving Lead

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Jay Buckley
Patent Paralegal



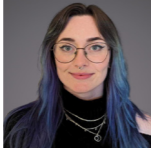
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Emma Tait-Barber
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Tom Gibb
Chief Compliance
Officer



Mary Quinn
Director, Human
Resources



John Gillies
Chief People Officer



Margaret Hastie
HR Business Partner
& Environment Group
Lead



Appendix 1

External ED&I Training and Events Attended

Designing Inclusive Workspaces for Neurodiverse Workforces, d&i Leaders, October 2023

Increasing Inclusivity: Practical Steps to Support Neurodiversity at Work, Burness Paull, November 2023

Challenging the Stigma of “Disabled”, IP Inclusive, December 2023

Exploring Anxiety, IP Inclusive & Jonathan’s Voice, December 2023

Increasing Diversity in Innovation, AIPPI, June 2024

LGBT+ in the Workplace, Burness Paull, June 2024

Changing the Narrative on Suicide, IP Inclusive & Jonathan’s Voice, September 2024

Allyship and Preventing Sexual Harassment, IP Inclusive & Focal Point Training, September 2024

Appendix 2

Awareness Raising

In addition to the events highlighted on our internal diversity calendar, the following events were specifically marked and/or celebrated by colleagues:

National Inclusion Week (UK) – 25 September – 1 October 2023

Black History Month (UK) – October 2023

ADHD Awareness Month – October 2023

Dyslexia Awareness Month – October 2023

World Mental Health Day – 10 October 2023

World Menopause Day – 18 October 2023

Men’s Mental Health Awareness Month – November 2023

World Kindness Day – 13 November 2023

World Diabetes Day – 14 November 2023

International Men’s Day – 19 November 2023

Transgender Day of Remembrance – 20 November 2023

International Day of People with Disabilities – 3 December 2023

Crohn’s and Colitis Awareness Week – 1-7 December 2023

“Brew” Monday – 15 January 2024

Martin Luther King Jr. Day – 15 January 2024

Time to Talk Day – 1 February 2024

Lá Fhéile Bríde/St Brigid’s Day – 1 February 2024

International Day of Women and Girls in Science – 11 February 2024

International Women’s Day – 8 March 2024

Neurodiversity Celebration Week – 18-24 March 2024

Autism Acceptance Month – April 2024

World Autism Acceptance Week – 2-8 April 2024

Deaf Awareness Week – 6-12 May 2024

Stephen Lawrence Day – 22 April 2024

Mental Health Awareness Week – 13-19 May 2024

Global Accessibility Awareness Day – 16 May 2024

International Day Against Homophobia, Transphobia, and Biphobia – 17 May 2024

Pride Month – June 2024

National Diabetes Week – 10-16 June 2024

Autistic Pride Day – 18 June 2024

International LGBT+ Pride Day – 28 June 2024

International Non-Binary People’s Day – 14 July 2024

Bi-Visibility Day – 25 September 2024

Appendix 3

Easter Community Drive Charitable Donation

Aberdeen Performing Arts

Chapter, Cardiff

Crescent, Belfast

Duncairn, Belfast

Givin’ it Laldie, Glasgow

Musical Youth Foundation, Dublin

Project Ability, Glasgow

Stables, Milton Keynes

The Portal Arts, Glasgow

The Scottish Mask and Puppet Centre, Glasgow

Turf, Croydon

Appendix 4

Spring into Summer Charitable Donations

Alzheimer’s Society

El Mirador de Galán

Emergency International

Epilepsy Research Institute

Macmillan Cancer Support

Médecins Sans Frontières (MSF) International

Shelter UK

Stiftung Ambulantes Kinderhospiz München

World Cancer Research Fund

Youth Sport Trust

Appendix 5

Festive Charity Support

Alzheimer’s Research UK

Cancer Fund for Children

Croydon Animal Samaritans

Daft as a Brush Cancer Patient Care

DEBRA UK

Glasgow Care Foundation

Hoping Street Kitchen York

Les Restos du Coeur

Münchner Tafel e.V.

Red Cross Ireland

Rescatando Huellas

Save the Children (Finland)

SPCA of Wake County

The Wallich

Unity MK

Uttlesford Foodbank

Vento di Terra

Willows Animal Sanctuary

Zarach

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